Subject: EB information for staff 9 August 2010

Since my last update in June, negotiations have continued via meetings of the Formal Negotiating Group and through the work undertaken by the Enterprise Bargaining Drafting Group, which comprises a subset of FNG members (union and University) and provides a forum for working through the finer detail of clauses.

I am pleased to advise that there has been real progress on some matters, and I wish to thank the members of the Group. The University and Unions however appear to remain apart on a small number of important matters.

More information follows below.

(1) New clauses to give effect to the following matters have been agreed in principle

(a) Package of Career Progression for General Staff
In principle agreement has been reached, and clause drafting agreed, on this comprehensive package of changes, which includes:

Linked positions – to be open to existing positions (as well as new positions, as is the case currently). It is anticipated that this will mean that where changes in duties are needed, increasingly these will be scoped and planned for in advance (by developing a linked position) instead of being dealt with retrospectively (as is the case with reclassifications).

Recognition and reward scheme – criteria for outstanding performance and draft guidelines for assessing outstanding performance have been endorsed.

Reclassification – a much more streamlined process has been developed for re-classifications and for review by an expert committee, where cases are not straightforward.

Performance Review and Development – the University has committed to reviewing the PRD process to make it simpler / easier to use.

Higher Duties Allowances – the relevant clause has been amended so that a HDA is at least 3% higher than a staff member’s substantive salary.

(b) “Personal/Carer’s Leave” in place of “sick leave”
The Sick Leave and Special Paid Leave clauses have been re-drafted so that provisions for “sick leave”, “carer’s leave” and “compassionate leave” accord with the National Employment Standard for Personal/Carer’s Leave and Compassionate Leave. In summary: the current Sick Leave clause will be replaced with the new Personal / Carer’s Leave and Compassionate Leave clause

- this means that all “sick leave” will become “Personal/Carer’s Leave” and, as the title suggests, this entitlement will be available for carer’s leave as well as for personal illness;
- the Personal/Carer’s leave entitlement for all staff will be standardised to the general staff model (ie 15 days p.a. entitlement (pro rata); cumulative; booked through Employee Self Service).

In addition there has been a change to the Long Service Leave clause such that the minimum amount of Long Service Leave able to be taken is a single day (rather than a 5-day block or single days over an extended, planned period).

(c) Appeal, Review and Grievance Committees
This clause sets out the composition and basic operational requirements for appeal, review and grievance committees. It has been a long-standing area of disagreement between the University and unions which is now resolved.
If you would like more information about any of these new clauses, please feel free to send an email to eblisten@flinders.edu.au or to contact Jane Bromley on extension 13305.

(2) Casual academic staff

As previously indicated, a number of improvements to casual staff employment have been agreed in principle by the parties, including an increase in casual loading from 23% to 25% (for all casual staff). An outstanding matter concerning how casual academic staff are paid for marking has recently been resolved in principle, meaning that all marking will be paid separately apart from that which occurs during the actual teaching period of a lecture, tutorial or prac/demonstration.

(3) Other matters

Many of the other unresolved matters are either being discussed at EB drafting meetings or are due to be further considered at a future FNG meeting. At this stage there have been no further developments concerning the University’s proposal for Annual Recreation leave booking arrangements for academic staff. Similarly, there have been no further developments regarding the University’s requirement for a principles-based agreement. The University is determined to realise its proposals on both these matters.

The University remains committed to its goal of finalising a new agreement that is in the best interests of Flinders and its staff.

If you have any queries or comments – please email eblisten@flinders.edu.au or contact Jane Bromley on extension 13305.

Professor Faith Trent AM
Chair, Formal Negotiating Group

12 August 2010